

DAVID Y. IGE
GOVERNOR



KATHRYN S. MATAYOSHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/26/2015
Time: 11:00 AM
Location: 308
Committee: House Finance

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Bill: HB 0011, HD1 RELATING TO TEACHERS.

Purpose of Bill: Authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD1)

Department's Position:

The Department of Education (Department) strongly supports HB 0011, HD 1. The proposed revisions delete outdated terms and update the statutory language to reflect the Department's current Strive HI accountability index. Thank you for your consideration of the Department's testimony.

DAVID Y. IGE
GOVERNOR



LYNN HAMMONDS
EXECUTIVE DIRECTOR

STATE OF HAWAII
HAWAII TEACHER STANDARDS BOARD

650 IWILEI ROAD, SUITE 201
HONOLULU, HAWAII 96817

TESTIMONY BEFORE THE HOUSE
COMMITTEE ON FINANCE

PERSON TESTIFYING: Lynn Hammonds, Executive Director

DATE: February 26, 2015

TIME: 11:00 AM

LOCATION: State Capitol Conference Room 308

TITLE OF BILL: HB11 HD1 RELATING TO TEACHERS

PURPOSE OF BILL: Authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD1)

Chair Luke, Vice Chair Nishimoto and Members of the Committee:

The Hawaii Teacher Standards Board (HTSB) **strongly supports** HB11 HD1 so that Hawaii National Board Certified Teachers (NBCT) who teach in a focus, priority or superintendent's zone school may receive an additional bonus.

In addition, the HTSB encourages your committee to enlarge the scope of this bill to include Hawaii charter school teachers who attain NBCT certification so that teachers in all Hawaii public schools are recognized and rewarded for their exemplary work with Hawaii's students.

Thank you for this opportunity to testify.

841 Bishop St., Suite 301
Honolulu, Hawaii 96813



Telephone: 808 926-1530
Contact@HEECoalition.org

House Committee on Finance
Representative Sylvia Luke, Chair
Representative Scott Nishimoto, Vice Chair

February 26, 2015

Dear Chair Luke, Vice Chair Nishimoto and Committee Members:

This testimony is submitted in support for HB11 HD1, which authorizes an additional per year bonus for teachers who maintain current board certification and teach at schools in a focus, priority or superintendent's zone under the National Board Certification Incentive Program.

The Hui for Excellence in Education (HE'E) is a diverse coalition of over 40 parent and community organizations dedicated to improving student achievement by increasing family and community engagement and partnerships in our schools. Our member list is attached.

The Coalition understands that teacher quality is considered to be one of the most influential factors in student achievement. National board certification is rigorous and allows teachers to analyze and improve their practice. We believe it is important to continue to reward teachers who voluntarily undergo this process. The bill specifies that an additional bonus be awarded to national board certified teachers at schools in a focus, priority or superintendent's zone. We support this incentive as national board certified teachers can add value to these schools.

Thank you for the opportunity to testify. Our support of this bill represents a 75% consensus or more of our membership.

Sincerely,

Cheri Nakamura
HE'E Coalition Director

Academy 21
 After-School All-Stars Hawaii
 Alliance for Place Based Learning
 *Castle Complex Community Council
 *Castle-Kahuku Principal and CAS
 Center for Civic Education
 Coalition for Children with Special Needs
 *Faith Action for Community Equity
 Fresh Leadership LLC
 Girl Scouts Hawaii
 *Good Beginnings Alliance
 Harold K.L. Castle Foundation
 *Hawaii Appleseed Center for Law and Economic Justice
 Hawai'i Athletic League of Scholars
 *Hawai'i Charter School Network
 *Hawai'i Nutrition and Physical Activity Coalition
 *Hawaii State PTSA
 Hawai'i State Student Council
 Hawai'i State Teachers Association
 Hawai'i P-20
 Hawai'i 3Rs
 Head Start Collaboration Office
 It's All About Kids
 *INPEACE
 Joint Venture Education Forum
 Junior Achievement of Hawaii
 *Kaho'omiki
 Kamehameha Schools
 Kanu Hawai'i
 *Kaua'i Ho'okele Council
 Keiki to Career Kaua'i
 Kupu A'e
 *Leaders for the Next Generation
 Learning First
 McREL's Pacific Center for Changing the Odds
 Our Public School
 *Pacific Resources for Education and Learning
 *Parents and Children Together
 *Parents for Public Schools Hawai'i

Punahou School PUEO Program

Teach for America

The Learning Coalition

US PACOM

University of Hawai'i College of Education

YMCA of Honolulu

Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*

Dear Chair Tokuda and Committee Members,

My name is Nancy Iaukea and I am a National Board Certified Teacher (NBCT) currently working at Pahoa High and Intermediate on the Big Island as a Special Education Science Teacher. I am writing in support of SB847 SD1.

Passage of this bill is of the utmost importance for the following reasons:

1. National Board Certification is an indicator of excellence. Teacher quality has long been recognized as an indicator for student success and achievement. The National Board process is rigorous and demanding. It challenges each teacher to provide evidence of his or her exemplary teaching quality. Upon successfully earning the certification, teachers should be provided a financial reward for doing so.
 2. Teachers who would like to earn certification deserve to be supported. Many teachers covet this certification but are unable to pursue it due to expensive application fees. This measure would provide a financial incentive for teachers to pursue this certification knowing that they would be all/partially reimbursed upon successful completion of the process.
 3. Struggling schools need NBCTs. Under the provisions of this bill, teachers who teach at high-turnover, Focus, Priority, Superintendent's Zone, or Title I schools would receive an additional financial incentive, even once a school loses its classification. This is an important provision because it rewards teachers for their longevity at and commitment to a struggling school, where teacher leaders are sorely needed to help motivate students and staff toward continuous school improvement.
2. Personally, I meet all of the above mentioned criteria. I teach at Pahoa High and Intermediate on the Big Island. I am a single mother who has raised two boys alone for the past 20 years. During that time I have gone from being on Food Stamps/Quest to earning my teaching degree, Masters Degree, and National Board Certification. I have been named Teacher of the Year at my school and in 2012 I became District Teacher of the Year for Hawaii Island. I have earned the first ever presented Green Ribbon for our school, and I have successfully taken numerous Pahoa students (both regular and special education students to our District and State Science Fairs. I tell you all this because I have worked hard to better myself and provide a life for my sons. When Gov. Abercrombie decided to cut teachers' salaries to balance the budget – I had to make a hard choice – pay my electric bill or put away money for my retirement. As I started late in this career (after age 40) I now do not have a retirement plan to fall back on when and if I do retire years from now. At 53 I had to borrow money from my parents (ages 83 and 94) to apply to attain my National Certification, and I had to reimburse them with my tax refunds for the past two years. I have lived through 2 weeks of no power from Iselle, the June 27th lava flow aiming at my home and my work, and recently another 5 days of power loss due to falling Albezia trees. Not receiving this additional funds feels like it would be the straw that broke the camel's back.
 3. My intent was to take the money I was promised as supplemental incentive for working at a "hard to fill" school and begin investing this toward a retirement plan. I am asking you to very carefully consider the passage of this bill as it has a direct impact on my life and that of my sons.

Thank you for your attention in this matter. If you should have any questions or concerns, please do not hesitate to contact me at

Nancy Iaukea

Nancy_Iaukea@notes.k12.hi.us

Pahoa High and Intermediate

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LATE

Hawaii State 28th Legislative Session
HB 11, HD 1, HSCR525, Room 308
Thursday, February 26, 2015

"We cannot hold a torch to light another's path without brightening our own."
Ben Sweetland

I stand in resounding support HB11, HD1 that authorizes an additional per year bonus for teachers who maintain current National Board Certification under the National Board Certification Incentive Program and teach at a school in a focus, priority, or Superintendent's Zone, as determined by the Department of Education. (HB11 HD1).

The National Board Certification is probably the best professional development. It is characterized as having the highest rate of teacher moral, teacher retention and increase in community involvement. Research shows that student of NBCTs outperform their peers. This certification programs is described as most rigorous , personalized, mentally challenged which has immediate transferability to student each and every day as well as opens the door for academic and community leadership. In fact some research has suggested that it a less costly approach than a masters degree, yet it is among one of the best alternative resource investment that promotes recognized and rewards effective teacher and teaching practices.

Currently in the State of Hawaii we have 12,500 teachers yet we have to date 523 Nationally Board Certified which is 4.18 % of the state's teaching population. The Blue Grass State of Kentucky is ranked the nations' leading state that has the highest amount of Nationally Board Certified teachers. " So, we cannot hold a torch to light another's path without brightening our own." I stand in resounding support of HB11, HD1 HSCR525.

finance1-Kim

LATE

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, February 26, 2015 10:32 AM
To: FINTestimony
Cc: kaanaana@hawaii.edu
Subject: *Submitted testimony for HB11 on Feb 26, 2015 11:00AM*

HB11

Submitted on: 2/26/2015

Testimony for FIN on Feb 26, 2015 11:00AM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Shawna L. Kaanaana	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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LATE

House Committee on Education
Representative Roy Takumi, Chair
Representative Takashi Ohno, Vice Chair

February 25, 2015

Dear Chair Takumi, Vice Chair Ohno and Committee Members:

I am a National Board Certified Teacher at Aiea High School and I support House Bill 11. We must continue to support initiatives that will make a difference in the individual classroom and student achievement. National Board Certification not only recognizes those who are accomplished teachers, but the process, itself, changes teaching practice. I was a good teacher before I began my journey to National Board Certification; however, I am a better teacher because of it.

Teachers who have completed the National Board process overwhelmingly state that it is the single most powerful professional development in their careers. While all students deserve accomplished teachers, our state has the opportunity to encourage National Board Certified teachers to work in our struggling and high poverty schools. NBCTs reflect the 5 core propositions that are the foundation of our certification. Proposition 1: Teachers are committed to students and their learning. Proposition 2: Teachers know the subjects they teach and how to teach those subjects to students. Proposition 3: Teachers are responsible for managing and monitoring student learning. Proposition 4: Teachers think systematically about their practice and learn from experience. Proposition 5: Teachers are members of learning communities.

The proposed teaching bonus is an incentive that will attract and reward accomplished teachers who have embraced these ideals. Students of the focus, priority, superintendent's zone and Title I schools need National Board certified teachers the most. HB 11 encourages teachers to work in our most struggling and/or high poverty schools. Unfortunately, year after year it is these schools that continue to have the highest teacher turnover rate. We not only need to attract qualified professionals, but also keep them in our high-need schools. This bill will not only give our children access to a quality education, but it will also show our state's commitment to bring National Board Certified Teachers to schools with high need recognizing that National Board Certified teachers make a difference. Thank you for your support of teachers and education in Hawaii.

Sincerely,

Tracey Idica, NBCT

LATE



46-063 Emepela Pl. #U101 Kaneohe, HI 96744 · (808) 679-7454 · Kris Coffield · Co-founder/Executive Director

TESTIMONY FOR HOUSE BILL 11, HOUSE DRAFT 1, RELATING TO TEACHERS

**House Committee on Finance
Hon. Sylvia Luke, Chair
Hon. Scott Y. Nishimoto, Vice Chair**

**Thursday, February 26, 2015, 11:00 AM
State Capitol, Conference Room 308**

Honorable Chair Luke and committee members:

I am Kris Coffield, representing IMUAlliance, a nonpartisan political advocacy organization that currently boasts over 300 local members. On behalf of our members, we offer this testimony in support of HB 11, HD 1, relating to teachers.

This bill amends HRS §302A-706 to authorize, under the Teacher National Board Certification Incentive Program, an additional \$5,000 per year bonus for teachers who maintain current national board certification and teach at a school in a Focus, Priority or Superintendent's Zone. Priority and Superintendent's Zone schools are those falling in the two lowest-performing categories under the Department of Education's Strive HI Performance System, in which schools earn points based on achievement, growth, readiness, and achievement gap metrics. Priority schools demonstrate persistently low achievement or graduation rates, or are participating in the School Improvement Grants Program. Superintendent's Zone schools are a subset of Priority schools showing a persistent inability to meet performance goals over time. Together these schools account for the bottom 5 percent of Hawaii's schools with regard to academic achievement. Focus schools comprise approximately 10 percent of underperforming schools with low achievement, low graduation rates, or large intraschool achievement gaps. While not struggling as badly as their Priority or Superintendent's Zone peers, these schools, too, face teacher recruitment and retention problems owing to chronic resource shortages, demographic inequalities, and achievement disparities. Without the guarantee of quality instruction, the incremental progress made by these schools could be jeopardized. It is, therefore, incumbent upon policymakers to take steps to ensure that students in such schools are taught by highly motivated, highly qualified, and highly compensated professionals.

We encourage the committee to expand the bill to include Title 1 schools, too, namely those schools that serve low-income student populations. Highly effective teachers are, as your committee has routinely recognized, the key component to student success. Unfortunately, our

schools have been plagued by the nation's highest teacher turnover rate, a turnover rate that has, in recent years, exceeded 50 percent turnover every five years. Hawai'i's high cost of living, sadly, undermines the retention of highly effective teachers, while simultaneously suppressing purchasing power. At the same time, a study performed by Stanford sociologist Sean Reardon found that the “rich-poor gap” in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. While we recognize that the expansion to Title 1 campuses increases the number of schools covered by the bill from approximately 40 underachieving STRIVE-HI schools to, we believe, about 230-240 total schools, we must find creative ways of incentivizing professional development to keep our best educators in the classroom, especially in impoverished communities.

Additionally, we urge you to amend the bill to allow the additional \$5,000 bonus for teaching in low-achieving or impoverished schools to continue for the perpetuity of a teacher's NBCT certification, even after the school's achievement has progressed. Thus, teachers would no longer be penalized for successfully boosting their school's performance levels.

Mahalo for the opportunity to testify in support of this bill.

Sincerely,
Kris Coffield
Executive Director
IMUAlliance